

Preparing *Our* Students for *Their* Future

AASD PK-12 Work Based
Learning Continuum



What is the Purpose of Education?

Is it to graduate and hope for the best?

Or

Is it something greater?

How Does Your District Measure Success?

Graduation rates?

ACT Scores?

The AASD measures these...

AND...

<http://www1.aasd.k12.wi.us/sp/district/AboutUs/Documents/School%20Report%20Card%20-%20web%202014.pdf>

Today's Post High School Planning?

<http://vimeo.com/67277269>

The Goal:

Has not changed

Workforce Needs:

Have changed

And - If that this not compelling enough -

From the Milwaukee Journal Sentinel: 11-3-14

<http://www.jsonline.com/news/opinion/older-grayer-and-with-no-plan-b99380213z1-281091722.html>

“An older, grayer Wisconsin and why it matters to you”

By 2040, there will be more than 1.5 million people in Wisconsin age 65 or older – a projected 97% increase from 2010 according to a report released in December by the state Department of Administration. Given these facts:

- Make sure more Wisconsin kids graduate from high school, get postsecondary training and stay in the state. When every working age person matters, dropouts, or out-migration hurts.
- Recruit workers at a younger age. Expose students to the workplace as early as middle school. Invest in a more robust apprenticeship system as Germany has done.

3 Minute Turn and Talk

Turn to a person next to you and discuss the questions from the graphic organizer.

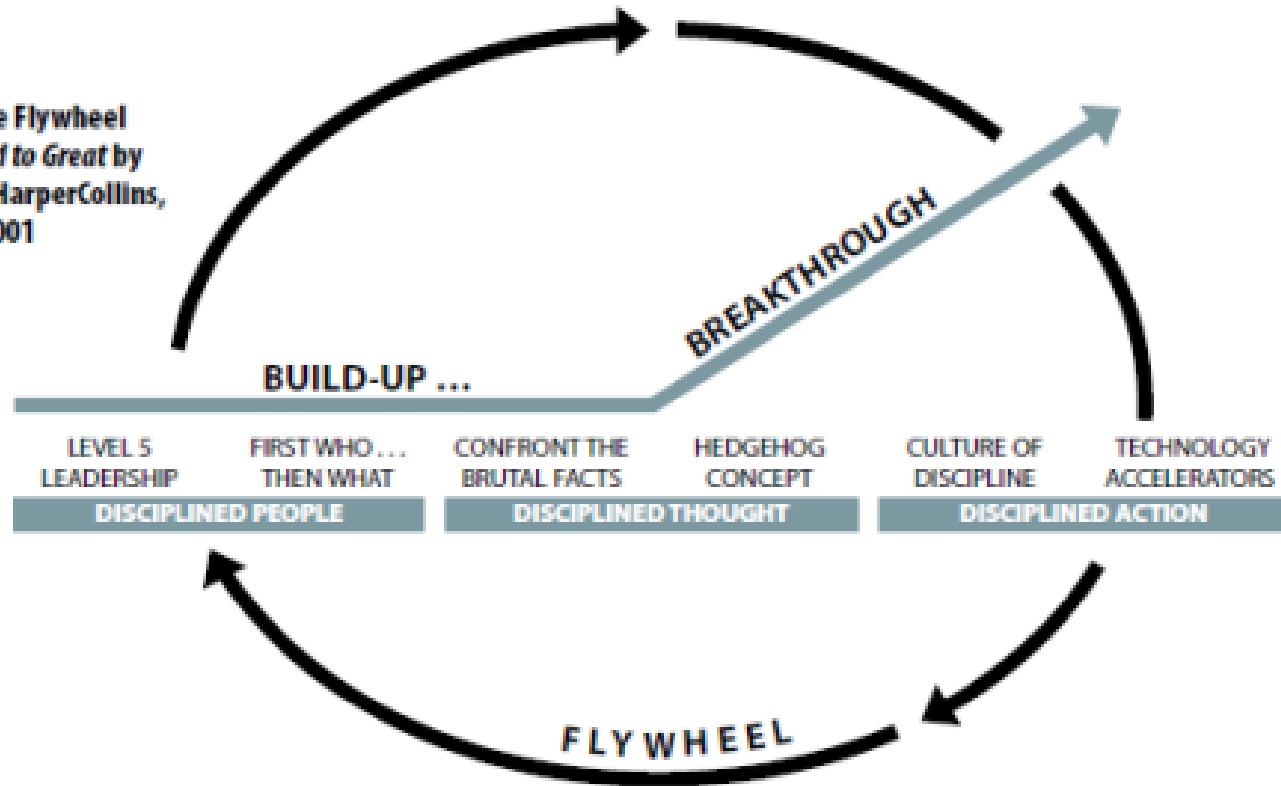
- What observations did you make?
- What takeaways resonated with you?

WBL History - Timeline (key milestones)

- 2008 - Careers Conference with team including academic, counseling, and administrative staff
- 2009 - AASD Guiding Career Coalition is formed
- 2010 - Carnevale “Help Wanted: Projections of Jobs and Education Requirements Through 2018” (Georgetown Univ)
- 2011 - Pathways to Prosperity Report Symonds (Harvard)
- 2012 - 2013 - Visits to New England (CESA 6 Regional Career Pathway)
- 2014 - AASD Work Based Learning Continuum - (Proposed Board of Education goal)
- 2015 - AASD Board of Education adopts a Work Based Learning goal

Perseverance

Figure 2: The Flywheel
Source: *Good to Great* by
Jim Collins, HarperCollins,
New York, 2001



The AASD Work-Based Learning Taskforce

- Was created in June 2014 with the purpose of impacting student career interest and development at all grade levels
- Is comprised of District staff, business and industry representatives, postsecondary representatives, the chamber of commerce and the DPI

The AASD WBL Taskforce (cont.)

- Is working collaboratively to provide a stronger connection between student interests and local career opportunities
- Is working to provide relevant experiences for students to support personalized learning

Goals:



- To develop and implement a WBL continuum of activities and experiences that are relevant to students and their interests to guide post high school planning
- To provide staff resources (school and community based) to support student development
- To build an ACP-WBL infrastructure that increases capacity at the District level

Summer Work 2014

Systems design leading to a WBL framework:

- Understand the set of problems
- Envision the preferred future
- Strategically plan for implementation

GAMEPLAN: 2014 – 2017 and Beyond

TEAM/RESOURCES

Members
AASD
Leadership
Principals – Elem. MS & HS
Teachers – all levels
Special Ed
ELL
Business Leaders
Chamber of Commerce
Parents
Students
School Counselors – All levels

STAGES/TASKS

2014-15

Create a WBL Core Team
Board Goal
Business leader conversation
Develop common language
Map WBL exp.-identify gaps
Identify PD
Identify Non-negotiables

Summer 2015

Develop networking promotion plan
Provide PD for common understanding of PK-12 WBL Continuum

2015-16

Develop a framework for WBL alignment to ACP's
Develop understanding of workforce needs
Build awareness and support of WBL PD for ALL

2016-17

ACP process and delivery implemented
Curriculum mapping completed and communicated
WBL Grad requirement established
Business outreach protocol developed

TARGET:
ACP is a support vehicle for WBL

PRIMARY OBJECTIVE

WBL Continuum created, in place, understood and supported by multiple stakeholder groups

Ongoing Objectives

- Cultural Paradigm Shift
- WBL and ACP process monitoring, evaluation, improvement and enhancement

SUCCESS FACTORS

14-15: Mapping and gaps identified
Active Advisory Boards
Timelines and roles

Summer: Networking Opportunities
Increased business partnerships
PD Provided

15-16: Student Outcomes Identified
Buy-in evident
Vision of WBL articulated by ALL

16-17: Non-Negotiables enforced
Graduation standards articulated
Motivated students
Cultural Mind-Set established

CHALLENGES:

Branding of efforts
Weaving initiatives together
Getting all stakeholders "at the table"
Uneven playing field – cultural, language barriers
Measuring the outcomes
Time and money

Target - ACP supports WBL

Primary Objective:

WBL continuum created, in place, understood and supported by multiple stakeholder groups.

Ongoing Objectives:

- Cultural paradigm shift
- WBL and ACP process, monitoring, evaluation, improvement, and enhancement.

3 Minute Turn and Talk

Turn to a person next to you and discuss the questions from the graphic organizer.

- What observations did you make?
- What takeaways resonate with you?

WBL Steering Committee Moving Forward

Subcommittees Formed:

- Messaging/Marketing
- Internal Engagement
- External Engagement
- Common Language and Understanding Needs
- Measurable Accountability

ACP - a support vehicle for CSIP

WBL

PBIS

Rtl

PLCs

Partnerships

Standards and
Assessments



Educator
Effectiveness

Preparing Our Students for Their Future

✓ ACQUIRE:

- KNOWLEDGE
- SKILLS
- ABILITIES

↓
BE WELL EDUCATED ✓

↓
COMPETITIVE ADVANTAGE
IN THE NEW ECONOMY

What are starting points to grow WBL?

Community -

- Business
- Chamber of Commerce
- Postsecondary partners

School

- ALL administration
- ALL staff (not just CTE)
- ALL students
- ALL parents

What Conversations Will You Lead?

CTE improvement is a *long-term* conversation that happens on a daily basis and is always rooted in two things:

What do we want for our students?

and

What do we know? (The economy has changed significantly)

Then

How do we align our instruction and actions to follow through

What Was Success For Us?

- A. Go to a four-year college
- B. Get a good job
- C. Pay off college loans

What is Success For Today's Students?

Long-Term Outcomes



Career Success

- Family-Sustaining Wage
- Career Ladders and Opportunities for Growth

Civic Engagement

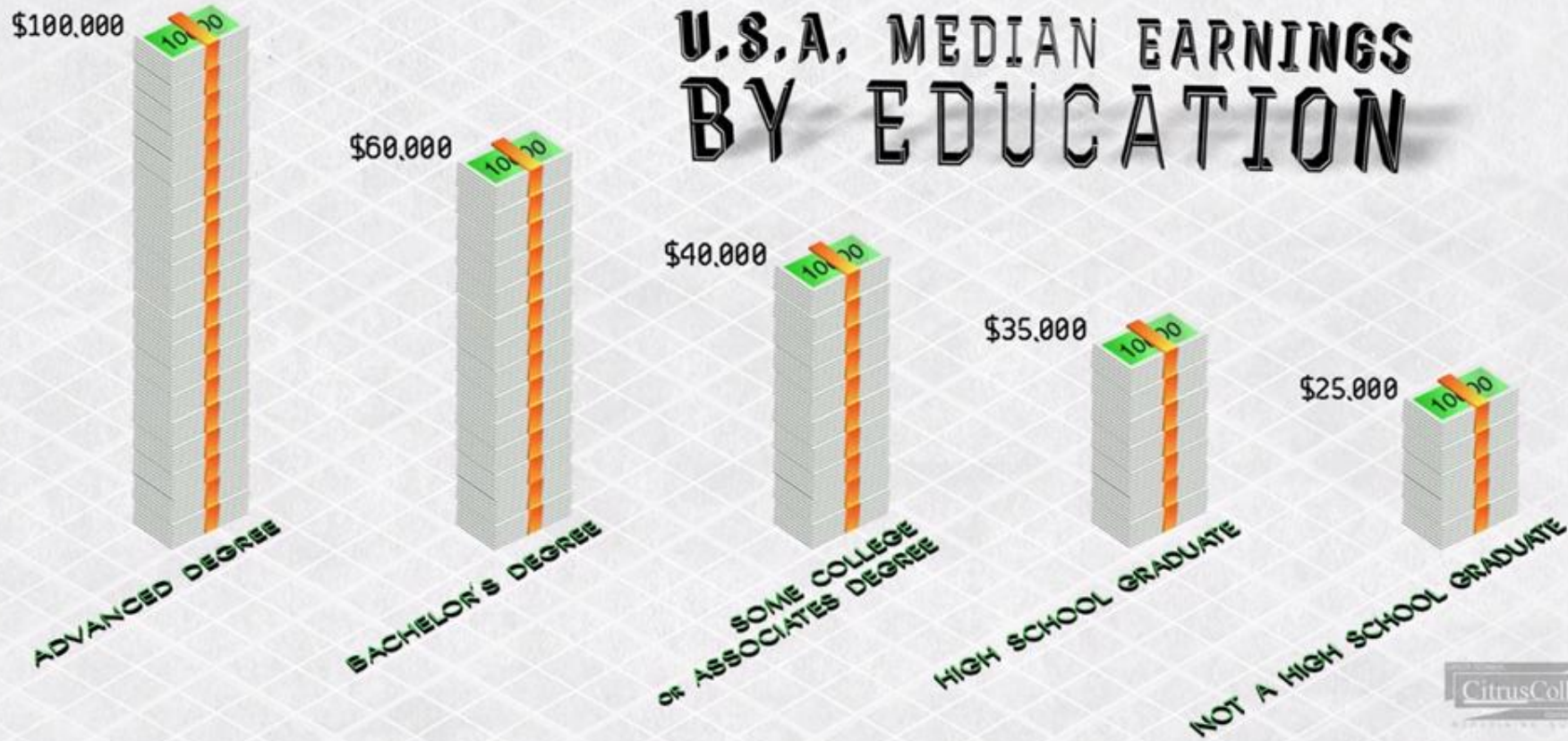
- Connection to Social Fabric
- Responsibility to Others
- Participation in Democratic Process

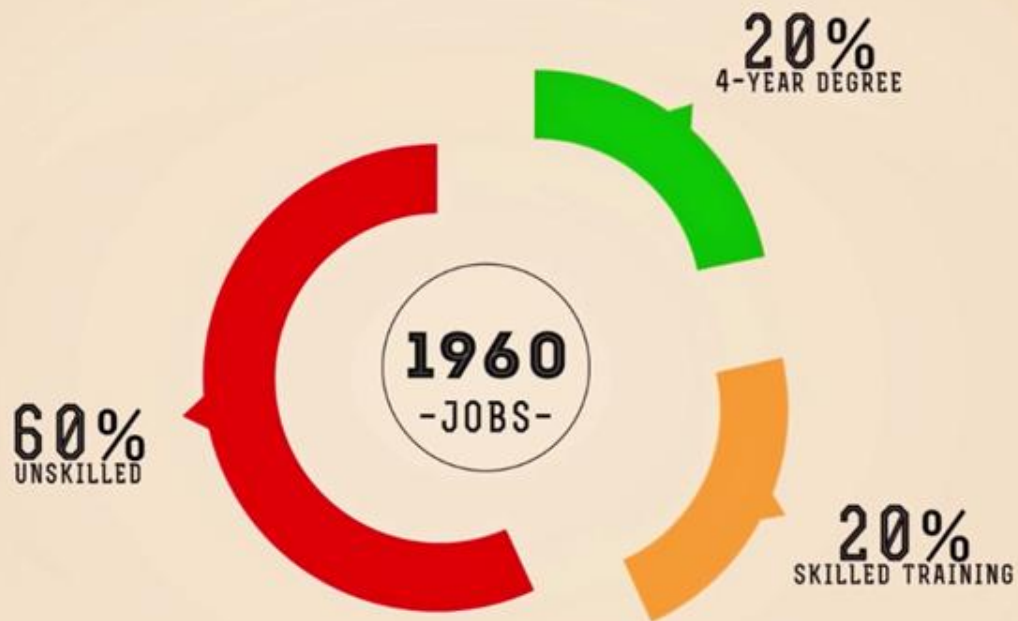
Capacity for Lifelong Learning

- Ability to Return to Education/Training for Professional Advancement

Group Processing

U.S.A. MEDIAN EARNINGS BY EDUCATION





33%
4-YEAR DEGREE



57%
SKILLED TRAINING

10%
UNSKILLED

Ideal Four Year Plan?

http://youtu.be/ZIRdST_Dc0M